## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## U.S. Fish and Wildlife Service: FWS

For 4th Quarter 2008 for period ending September 30, 2008

			Con	ıparati	ve Data	ì
Complaint Activity	Pro	evious	Fiscal `	Year D	ata	2008Thru09-
	2003	2004	2005	2006	2007	30
Number of Complaints Filed	3	19	28	19	22	23
Number of Complainants	2	11	22	19	22	23
Repeat Filers	1	1	2	0	0	0
Complaints by Basis			Coı	nparat	ive Dat	a
Complaints by Dasis	P	revious				
Note: Complaints can be						2008Thru09-

Complaints by Basis	Comparative Data											
Complaints by Dasis	Pro	evious I	Fiscal \	Year D	ata							
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008Thru09- 30						
Race	1	8	9	6	7	4						
Color	0	2	4	1	3	2						
Religion	0	1	0	1	1	3						
Reprisal	2	14	17	9	9	14						
Sex	1	8	13	6	9	3						

National Origin	1	1	2	1	2	3
Equal Pay Act	0	3	0	0	0	0
Age	0	5	7	4	9	9
Disability	1	2	1	5	9	7
Non-EEO	0	0	0	0	0	0
Complaints by Issue			Com	parativ	e Data	
complaints by issue	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2003	2004	2005	2006	2007	2008Thru09- 30
Appointment/Hire	1	2	6	2	2	1
Assignment of Duties	1	2	3	2	2	2
Awards	0	0	2	0	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action		-				-
Demotion	0	0	0	0	0	0
Reprimand	0	2	4	2	0	2
Suspension	0	2	0	1	0	1
Removal	0	0	1	1	1	0
Other	0	2	3	4	0	3
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	2	4	2	1	5
Examination/Test	0	0	0	0	0	1
Harassment		_				-
Non-Sexual	1	7	12	7	8	12
Sexual	0	1	1	1	0	0

Medical Examinati	on	0	0	0	0	0	0
Pay (Including Ove	ertime)	0	4	2	0	0	0
Promotion/Non-Se	lection	0	4	4	1	6	2
Reassignment					-		
Denied		0	1	1	0	0	0
Directed		0	0	0	0	1	2
Reasonable Accommodation		0	0	2	0	1	2
Reinstatement		0	0	0	0	0	0
Retirement		0	1	1	1	0	1
Termination		0	1	2	5	4	1
Terms/Conditions of Employment	of	1	6	7	2	0	1
Time and Attendan	ce	0	3	4	0	1	2
Training		0	2	0	1	0	0
Other		1	3	3	7	5	10
			C	omp	arative	Data	
<b>Processing Time</b>	1	Previou	ıs Fisc	al Y	ear Dat	a	2008Thru09-
	2003	2004	200	)5	2006	2007	30
Complaints pending during fiscal year							
Average number of days in investigation	112.17	97.89	142.	12	175.06	241.10	219.21
Average number of days in final action	0	0	154.	40	184.42	120.71	151.73

Complaint pending during fiscal year where hearing was requested								
Average number of days in investigation	116.75	96.0	0 151	1.80	18	33.83	228.40	185.08
Average number of days in final action	0	0	36	.00	40	0.00	30.50	48.50
Complaint pending during fiscal year where hearing was not requested								
Average number of days in investigation	103.00	99.4	0 137	7.91	16	59.80	252.64	232.87
Average number of days in final action	0	0	184	1.00	19	97.55	241.00	167.62
Complaints Dism	issed			Co	m	parati	ve Data	
by Agency			evious	1				2008Thru09- 30
		2003	2004	200	5	2006	2007	
Total Complaints Dismissed by Agen	icy	0	0	1		2	2	3
Average days pend prior to dismissal	ing	0	0	24		77	352	128
Complaints Without by Complainar								
Total Complaints		0	0	2		0	1	1

Withdrawn by Complainants													
					(	Comp	para	ative	Da	ıta			
Total Final Agency Actions Finding		P	revi	ious	Fis	cal Y	<b>Zea</b> ı	r Da	ta		2008	Thru09-	
<b>Discrimination</b>	20	003	20	004	20	005	20	006	20	007	30		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		2		
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0	
With Hearing	0	0	0	0	0	0	0	0	0	0	2	100	
Findings of		Comparative Data											
Discrimination Rendered by Basis	Previous Fiscal Year Data 2008Thru0												
Note: Complaints	20	003	20	004	20	005	20	006	20	007	30		
can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		2		
Race	0	0	0	0	0	0	0	0	0	0	0	0	
Color	0	0	0	0	0	0	0	0	0	0	0	0	
Religion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal	0	0	0	0	0	0	0	0	0	0	1	50	
Sex	0	0	0	0	0	0	0	0	0	0	1	50	
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	
Age	0	0	0	0	0	0	0	0	0	0	0	0	
Disability	0	0	0	0	0	0	0	0	0	0	0	0	

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		2	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	1	50
Sex	0	0	0	0	0	0	0	0	0	0	1	50
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
												-
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

	Comparative Data  Previous Fiscal Year Data 2008Thru09												
Findings of Discrimination		P	rev	ious	Fis	cal Y	Zea1	r Da	ta				
Rendered by Issue	20	003	20	004	20	)05	20	006	20	007		30	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		0		2		
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	50	
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	1	50	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0	

Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		2	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	1	50
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0

Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	1	50
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non- Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0

											1	I			
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0			
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0			
Retirement	0	0	0	0	0	0	0	0	0	0	0	0			
Termination	0	0	0	0	0	0	0	0	0	0	0	0			
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0			
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0			
Training	0	0	0	0	0	0	0	0	0	0	0	0			
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0			
Filed in Previous Fis	Pending Complaints Filed in Previous Fiscal Years by Status				Comparative Data  Previous Fiscal Year Data 2008Thru										
Years by Status	20	003	200	)4	2005	5 2	2006	20	007		30				
Total complaints from previous Fiscal Years		4	4	7		26		30		30		38			
Total Complainants		1	2	3	Ì	12		20	1	25		35			
Number complaints pending					,										
Investigation			0	0		0		0		2		2			
ROI issued, pendin Complainant's acti	_		0	0		0		0		0		0			
Hearing			0	0		0		0		2		2			
Final Agency Acti	Final Agency Action		0	1		1		2		2		6			
Appeal with EEOO Office of Federal Operations		0	0		0		0		0		0				
Complaint		Comparative Data													
Investigations			Pro	eviou	ıs I	Fiscal	ΙΥ	ear D	ata	1	20087	Γhru09-			

	2003	2004	2005	2006	2007	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	1	6	6	4